

February 5, 2018

Jeff Baier
Superintendent
Los Altos School District
201 Covington Road
Los Altos, CA 94024

Randy Kenyon
Assistant Superintendent, Business Services
Los Altos School District
201 Covington Road
Los Altos, CA 94024

Dear Jeff and Randy:

Pursuant to Government Code 3547(a) and the provisions of Government Code 3547(d), the California School Employees Association (CSEA) and its Chapter #103 hereby submit an Initial Proposal for 2017-2018 Reopener Negotiations for public review.

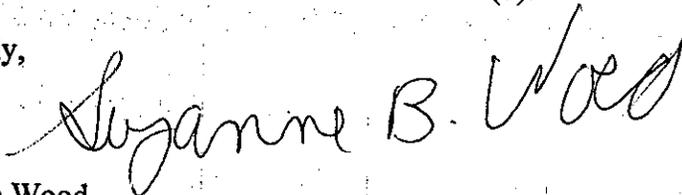
Pursuant to Article XXII.5, the parties have agreed to reopen for salary plus two articles of each party's choosing for each year the Collective Bargaining Agreement is in effect.

CSEA proposes the following new subjects of negotiation:

1. Article XVIII Compensation
 - fair and equitable increase on salary schedule
2. Article XII Professional Growth
 - amend thresholds for criteria and growth advancement
3. Article XIII Grievance Procedures
 - add provision for neutral mechanism to resolve contractual disputes

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

Sincerely,



Suzanne Wood
President, CSEA Chapter #103