

February 19, 2019

Steve Doyle  
Superintendent  
Castaic Union School District  
28131 Livingston Avenue  
Valencia, CA 91355

**Re: Initial Proposal for 2018-2019 Contract Full Successor**

Dear Steve Doyle,

The California School Employees Association and its Castaic Chapter #401 (herein after "Association") looks forward to working with the Castaic Union School District (herein after "District") during 2018-2019 yearly negotiations to provide represented bargaining unit members fair compensation and other enhancements under the Successor agreement.

It is the Association's intent to alter or amend the following articles as indicated, and present our proposals for public discussion in accordance with Government Code § 3547:

Article 2: Duty Hours

The Association's interests include incorporating language that benefits all members who work hours in addition to their regular assignment, in addition to enhancing overall language that benefits the membership.

Article 3: Salary

The Association's interests include negotiating more favorable compensation and language for all employees that will reflect the current economic climate.

Article 4: Employee Benefits

The Association's interests include obtaining a higher, more competitive contribution from the District to the existing health and welfare benefits package for all employees.

Article 8: Leave Time

The Association's interest is to review language and negotiate more favorable options for all employees.

Article 10: Vacation Time

The Association's interest is to review language and negotiate more favorable options for all employees.

Article 13: Rights of the Exclusive Representative

The association's interest is to modify existing language that is no longer current under the law and add language related to New Employee Orientation and organizational security.

Reclassification Article

The Association's interest to add a reclassification article to the CBA, thereby allowing a committee comprised bargaining unit members and the committee to assess whether a job reclassification is necessary.

In the spirit of collaboration, additional articles may be reopened as mutually agreed to between the parties. CSEA reserves the right to freely submit alternate proposals with amendments or alterations to the aforementioned articles.

Thank you for your time and prompt attention to this matter. I look forward to hearing from you at your earliest convenience.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Jessica Morrow  
Labor Relations Representative

C/C: Danielle Hernandez, Chapter President; Mia Reed, Regional Representative; Ramelda Mark, Area D Director; Debra Cole, Field Director; Andrea Bothelo, Senior Labor Relations Representative; Jessica Morrow, Labor Relations Representative; file.