



AFL-CIO

**California
School
Employees
Association**

Chapter #488

*The nation's largest
independent classified
employee association.*

**California School Employees Association
El Dorado County Office of Education
Chapter No. 488**

TO: Ed Manansala, Ed. D., El Dorado County Superintendent
of Schools
FROM: Beth Reynolds, President CSEA Chapter #488
DATE: January 18, 2017
SUBJECT: 2016-2017 Initial Proposal

Pursuant to Article 3 ~ Terms of Agreement the Classified School Employees Association (CSEA) will be opening the following Articles for the 2016-2017 contract, for negotiations.

ARTICLE 6 ~ ORGANIZATIONAL SECURITY

6.1 CSEA would like to negotiate contract language to include additional recipients of monthly data.

ARTICLE 7 ~ ASSOCIATION RIGHTS

7.2 CSEA like to negotiate to add additional members to this item.

ARTICLE 9 ~ GRIEVANCE PROCEDURE

9.4 CSEA would like to negotiate the inclusion of a Binding Arbitration clause.

ARTICLE 12 ~ BENEFITS

CSEA requests that EDCOE provide a fair and equitable increase in the employer paid portion of all health benefit plans for all classified bargaining unit, effective July 1, 2016.

ARTICLE 15 ~ OVERTIME

CSEA would like to negotiate to modify language to clarify contract language related to Double time compensation.

ARTICLE 17 ~ PROFESSIONAL GROWTH

CSEA requests that EDCOE provide a fair and equitable increase in employer paid reimbursement for professional growth.

ARTICLE 18 ~ VACATION

18.1 Modify language to clarify contradictory contract language related to vacation.

18.3 Vacation Accumulation Schedule~ Modify language to clarify contradictory contract language related to vacation accumulation and years of service.

ARTICLE 19 ~ HOLIDAYS

CSEA would like to negotiate the addition of a paid holiday.

ARTICLE 23 WAGES

CSEA would like to negotiate to modify contract language to include an Equity Agreement.

Schedule D, F & J ~ CSEA requests that EDCOE provide a fair and equitable salary increase for all classified bargaining unit members, effective July 1, 2016.

Schedule D, F, & J ~ CSEA would like to negotiate an increase in rate between steps 6 & 7.

Head Start: CSEA would like to negotiate an increase in Head Start Classroom Assistant hours.

ARTICLE 24 ~ TRANSPORTATION

Modify language to clarify contradictory contract language and to update outdated information related to the Transportation Handbook (reference Memorandum of Understanding, dated May 3, 2007).

ARTICLE 24 ~ TRANSPORTATION

24.9 Training- CSEA would like to negotiate to modify language to clarify contradictory contract language related training.

ARTICLE 27 ~ LAYOFF PROCEDURE

CSEA would like to negotiate to modify language relating to the current layoff procedure.