



California
School
Employees
Association

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

October 21, 2019

Dr. Ed Manansala
County Superintendent of Schools
El Dorado County Office of Education
6767 Green Valley Road
Placerville, CA 95667

RE: 2019/2020 INITIAL PROPOSAL

Dear Dr. Manansala,

Pursuant to Article 3, Terms of Agreement, the Classified School Employee Association (CSEA) will be opening the following Articles for the 2019-2020 contract for negotiations:

Article XII: Benefits

CSEA proposes EDCOE increase the employer contribution to the health benefit cap.

Article IX: Grievance Procedure

CSEA proposes language which would expand and expedite the grievance process.

Article XVIII: Vacation

CSEA proposes language governing the accrual and usage of vacation time.

Article XIX: Holidays

CSEA also proposes language governing the accrual and usage of floating holidays.

Article XXIII: Wages

CSEA hereby proposes a fair and equitable increase to Classified Bargaining Unit salaries.

CSEA also proposes EDCOE provide additional compensation to Classified Employees who hold credentials relevant to their job classification.

Respectfully Submitted,

A handwritten signature in blue ink, appearing to read 'E. Kroon', is written over the typed name.

Ellen Kroon
President, CSEA Chapter 488

Emk
Enclosure: CSEA Initial Proposal

cc: Wendy Frederickson, EDCOE
Mauricio Vides, CSEA

Our mission: To improve the lives of our members, students and community.

Initial Proposal
from the
California School Employees Association
and its
El Dorado County Office of Education
Chapter #488 (CSEA)
to the
El Dorado County Office of Education (EDCOE)
for the
2019-2020 Successor

The California School Employees Association and its El Dorado County Office of Education Chapter #488 (CSEA) intends to negotiate the following articles of the collective bargaining agreement for the 2019-2020 successor year:

- **Article XII: Benefits**

CSEA proposes EDCOE increase the employer contribution to the health benefit cap.

- **Article IX: Grievance Procedure**

CSEA proposes language which would expand and expedite the grievance process.

- **Article XVIII: Vacation**

CSEA proposes language governing the accrual and usage of vacation time.

- **Article XIX: Holidays**

CSEA also proposes language governing the accrual and usage of floating holidays.

- **Article XXIII: Wages**

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