

Initial Proposal of the  
California School Employees Association (CSEA) and its Placentia-Yorba Linda Chapter #293  
to the Placentia-Yorba Linda Unified School District (District)  
for 2016/2019 Successor Negotiations

November 19, 2015

**Article 1: Agreement**

CSEA has an interest in modifying the contract to reflect a new term of July 1, 2016 to June 30, 2019.

**Article 3: Definitions**

CSEA has an interest in alphabetizing the definitions contained in this article and cleaning up grammatical errors.

**Article 4: Negotiations**

CSEA has an interest in modifying this language to be fair and equitable for all unit members on the negotiations team.

**Article 6: Unit Member Rights**

CSEA has an interest in improving unit member access to District resources.

**Article 7: Association Rights**

CSEA has an interest in improving Association access to employees.

**Article 12: General Personnel Provisions**

CSEA has an interest in improving the language contained in this article.

**Article 13: Leaves**

CSEA has an interest in clarifying the language in this article.

**Article 15: Training**

CSEA has an interest in increasing training offerings and incentives for bargaining unit members.

**Article 16: Safety**

CSEA has an interest in incorporating an emergency intervention plan and an incident report form into the agreement.

**Article 18: Wages**

CSEA has an interest in improving language and maintaining fair and equitable wages for bargaining unit members.

**Article 19: Reclassification/Salary Adjustment**

CSEA has an interest in removing outdated language.

**Article 20: Health and Welfare**

CSEA has an interest in maintaining status quo.

**Article 21: Vacations**

CSEA has an interest in enhancing vacation days.

**Article 22: Holidays**

CSEA has an interest in updating the dates for holidays.

CSEA has an interest in restoring all classified work calendars to their total number of days in the 2003/2004 school year.

CSEA has an interest in updating the Classified Rate Range sheet to reflect the accurate classifications in the District.

**All other provisions of the collective bargaining agreement in force to June 30, 2016 shall remain in full force and effect.**

**The Association 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.**