



## California School Employees Association

SAN JACINTO CHAPTER #189  
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November 12, 2018

Mr. Matt Hixson, Assistant Superintendent of Personnel Services  
San Jacinto Unified School District  
2045 S. San Jacinto Avenue  
San Jacinto, CA 92583

Dear Mr. Hixson:

In accordance with the Educational Employment Relations Act (EERA), specifically, Section 3547 (a): All initial proposals of the exclusive representatives and of public school employers, which relate to matters within the scope of representation, shall be presented at a public meeting of the public-school employer and thereafter shall be public record. Therefore, the San Jacinto Chapter #189 (CSEA), respectfully submits its initial bargaining proposals for the contract period of July 1, 2019 through June 30, 2020, for the following articles in the collective bargaining agreement.

1. Article XIV Salary – CSEA proposes a fair and equitable salary increase to the current salary schedule for all classified employees in the bargaining unit.
2. Article XVI Growth Incentives-CSEA proposes to modify the language to enhance and better reflect the purpose of this provision.
3. Article XVII Health and Welfare Benefits CSEA proposes to modify the language to increase the benefit cap.
4. Restoration of additional hour(s) to the Instructional Aide positions.
5. Appendix A: Growth Incentives: Review and revise as needed for accuracy, clarity, in accordance with proposed changes and enhances to Article XVI.
6. Article IX- Section 9.2 CSEA proposes the District provide CSEA members with the option of one-hour of paid release time, per month as needed to attend monthly chapter meetings.
7. Article XVIII, Uniforms CSEA proposes an increase to the laundering compensation and to add a provision for a shoe allowance for certain classifications.

Additionally, CSEA reserves the right to add, modify and or delete proposals during the negotiations process and will adhere to EERA Section 3547 (d): New subjects of meeting and negotiating arising after the presentation of initial proposals shall be made public within 24 hours. If a vote is taken on such subject by the public-school employer, the vote thereon by each member voting shall also be made public within 24 hours.

Respectfully submitted,



Debbie Cornett  
CSEA Chapter 189

cc: Johanna Thaning – Chapter President Elect  
Marti Harris - LLR