



**Napa Valley Unified School District (NVUSD) and California School Employees Association (CSEA) and its Napa Valley Chapter #184  
Contract Re-Openers for 2019-2020**

The parties have an interest in opening the following Articles for the purpose of altering or amending the collective bargaining agreement expiring December 31, 2020.

**Article 2: Wages**

The district has an interest in clarifying the timing of earning professional growth percentage increments (2.13.1)

**Article 3: Health and Welfare Benefits**

CSEA had an interest in negotiating the distribution of CSEA formula funds between salary and benefits.

**Article 4: Hours of Employment**

Mutually seek to clarify language under "Food Service Special Events." CSEA has an interest in establishing standards for custodial schedules.

**Article 10: Safety Conditions of Employment**

CSEA has an interest in discussing safety practices/tools for custodial and maintenance workers.

**Article 12: Classification and Reclassification**

The district has an interest in adding language to balance cost of reclassifications against annual formula-generated salary raises.

**Article 13: Employee Evaluation Procedure**

The parties share an interest in establishing an interactive evaluation process. CSEA has an interest in improving language for probationary periods.

**Article 18: Management Rights**

CSEA has an interest in defining CSEA's role on interview panels.

**Paraeducator Appendix**

The district has an interest in clarifying the payment timing of vacation payout to align with actual practice.

Both parties reserve the right to make additional proposals at any time during the bargaining process; including but not limited to responses to proposals made by the other party.