



BONITA UNIFIED SCHOOL DISTRICT

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Matthew Lyons

October 30, 2019

Mr. Don Roberts
CSEA President

Re: Initial Proposal to California School Employees Association and its Bonita Chapter #21

In accordance with Article XIX of the collective bargaining agreement between the Bonita Unified School District and the California School Employees Association, and its Bonita Chapter # 21, the District submits the following initial proposal for the parties 2020-2021 negotiations:

- I.** Maintain the language contained in the most current collective bargaining agreement that will expire on June 30, 2022, executed by the parties except as set forth herein below:

A. Article 10: Compensation

The District has an interest in reviewing the contract language associated with compensation relative to wages and health and welfare benefits.

B. Article 21: Reclassification

The District has an interest in reviewing the contract language associated with reclassification relative to timelines in the article.

C. Article 26: Progressive Discipline

The District has an interest in reviewing the contract language associated with progressive discipline.

- II.** The District has an interest in reviewing Memorandums of Understanding between CSEA and the District and appendices located in the current agreement.

The Bonita Unified School District reserves the right to add, delete, or modify these proposals as determined through the bargaining process, including but not limited to responses to proposals made by CSEA.

Kevin Lee

Assistant Superintendent, Human Resources Development