



CSEA Chapter 21

115 W. Allen Ave – San Dimas – California - 91773



Don Roberts, President
Bonnie Perez, Vice President
Julie Harris, Secretary

Jamie Clark, Treasurer
Cyndi Smith, Chapter Public Relations Officer
Ralph Rodriguez, Chief Union Steward

December 3, 2018

Mr. Kevin Lee
Assistant Superintendent
Human Resources Development

Re: Initial Proposal to California School Employees Association (CSEA) 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, California School Employees Association, and its Bonita Chapter # 21 submits the following initial proposal for the parties 2019-20 full successor negotiations:

- I. Maintain the language contained in the most current collective bargaining agreement that will expire on June 30, 2019, executed by the parties except as set forth herein below:

A. Article I: Preamble

California School Employees Association, and its Bonita Chapter # 21 has an interest in reviewing the contract language associated with the preamble relative to identifying correct classifications listed in the agreement, but not limited to.

B. Article 2: Association Rights

California School Employees Association, and its Bonita Chapter # 21 has an interest in reviewing the contract language associated with Association Rights, but not limited to.

C. Article IV: Hours

California School Employees Association, and its Bonita Chapter # 21 has an interest in reviewing the contract language associated with hours relative to overtime procedures, but not limited to.

D. Article VII: Leaves

California School Employees Association, and its Bonita Chapter # 21 has an interest in reviewing the contract language associated with leaves relative to return to service, extended illness and injury benefits, industrial accident and illness leave and personal necessity leave, but not limited to.

E. Article VIII: Personnel Files

California School Employees Association, and its Bonita Chapter # 21 has an interest in reviewing the contract language associated with personnel files, but not limited to.

F. Article IX: Grievance Procedures

California School Employees Association, and its Bonita Chapter # 21 has an interest in reviewing the contract language associated with grievant, but not limited to.

G. Article X: Compensation

California School Employees Association, and its Bonita Chapter # 21 has an interest in reviewing the contract language associated with compensation relative to wages and health and welfare benefits and Contribution of Annual Incentive Payments, but not limited to.

H. Article XI: Organizational Security

California School Employees Association, and its Bonita Chapter # 21 has an interest in reviewing the contract language associated with organizational security relative to changes required by law, but not limited to.

I. Article XII: Vacations

California School Employees Association, and its Bonita Chapter # 21 has an interest in reviewing the contract language associated with vacation scheduling, but not limited to.

J. Article XIX: Meet and Negotiate

California School Employees Association, and its Bonita Chapter # 21 has an interest in reviewing the contract language associated with meet and negotiate relative to required date changes, but not limited to.

K. Article XX: Term of Agreement

California School Employees Association, and its Bonita Chapter # 21 has an interest in reviewing the contract language associated with the Term of Agreement, but not limited to.

L. Article XXII: Layoff/Reduction in Hours

California School Employees Association, and its Bonita Chapter # 21 has an interest in reviewing the contract language associated with joint meeting and bumping rights, but not limited to.

M. Article XXIII: Transportation

California School Employees Association, and its Bonita Chapter # 21 has an interest in reviewing the contract language associated with hours chart, but not limited to.

- II.** California School Employees Association, and its Bonita Chapter # 21 has an interest in reviewing Memorandums of Understanding between the District and CSEA and appendices located in the current agreement, but not limited to.

California School Employees Association, and its Bonita Chapter # 21 reserves the right to add a new Article(s), add, delete, or modify these proposals as determined through the bargaining process, including but not limited to responses to proposals made by the District.



Don C. Roberts

California School Employees Association, and its Bonita Chapter # 21