

**LUCIA MAR UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

Date: March 5, 2019

To: Andy Stenson, Superintendent

From: Paul Fawcett, Ed.D., Assistant Superintendent, Human Resources

Subject: Initial Proposal from the California School Employees Association (CSEA), Chapter #275 to the Lucia Mar Unified School District(LMUSD), 2018-2019 Contract Re-Opener

Background:

Collective bargaining law (the Rodda Act) allows the public to be aware of the initial bargaining positions of the California School Employees Association, Chapter #275, and the Lucia Mar Unified School District prior to beginning the negotiations process. This is known as a "Sunshine Proposal" and allows time for the public to comment on the position of the California School Employees Association, Chapter #275, prior to negotiations and a settlement. The law requires the sunshine proposal to be placed on the open session agenda for two consecutive meetings. The first review was made on February 19, 2019.

California School Employees Association, Chapter #275, presents the accompanying initial proposal for 2018-2019 contract re-opener negotiations with the Lucia Mar Unified School District.

ACTION RECOMMENDED:

Public Comment requested on this item. No action requested.

FISCAL IMPACT:

None

Reference: Academic achievement, climate, future ready and organizational excellence.

CONTACT PERSON(S):

Paul Fawcett, Ed.D., Assistant Superintendent, Human Resources

California School Employees Association and its Lucia Mar Chapter #275

February 5, 2019

Mr. Andy Stenson
District Superintendent
Lucia Mar Unified School District
602 Orchard Street
Arroyo Grande, CA 93420

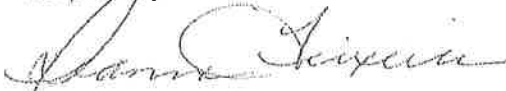
Dear Mr. Stenson,

The California School Employees Association (CSEA) and its Lucia Mar Chapter #275 is honored to present its contract proposal for the 2018/2019 reopener on behalf of its bargaining unit members employed by the Lucia Mar Unified School District (District).

This represents the continuing opportunity that CSEA and the District have to engage in collective bargaining under the authority of the *Educational Employment Relations Act*. CSEA proudly represents Lucia Mar Chapter #275 and over 800 other public education agencies throughout California. We are confident that negotiated modifications to the initial proposals of both parties will result in an agreement that will satisfy the interests of both parties.

Please accept our proposal as a starting point to satisfy the interests of all stakeholders. We look forward to a continued long and prosperous employee-employer relationship.

Respectfully,



Deanna Teixeira, President
CSEA Chapter #275

Attachment: CSEA Proposal

Cc, Assistant Superintendent of HR, Paul Fawcett; Mark Moore, Labor Relations Representative

PROPOSAL
TO THE
LUCIA MAR UNIFIED SCHOOL DISTRICT
BY THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS CHAPTER #275
TO REOPEN THE AGREEMENT

February 5, 2019

The California School Employees Association and its Chapter #275 ("CSEA") proposes to continue the provisions of our current Agreement with the Lucia Mar Unified School District ("Employer") except as may be modified in negotiations through mutual exploration of the parties' respective interests in the following regards:

Article V/Wages:

Explore augmentation of wage matters including, but not limited to the salary schedule.

Article VIII/Vacation:

Explore augmentation of carryover limit of vacation.

Article XI/Health and Welfare Benefits:

Explore augmentation of the Employers contribution toward Health and Welfare costs.

Appendix C/Job Classification and Salary Ranges:

Clarify and Update the Job Titles and their current placement on the Salary Schedule (Appendix C) to reflect negotiated changes.

CSEA Chapter 275 is enthusiastic about working with the Employer to achieve successful negotiations that benefits the Association members and improves the services to the students and community.