



California
School
Employees
Association

2345 Stanwell Circle
Concord, CA 94520

(925) 676-5755

(800) 464-7717

FAX (925) 676-8351

www.csea.com

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March 6, 2015

Via Electronic Mail

smcphetridge@alameda.k12.ca.us

Dr. Sean McPhetridge, Superintendent
Alameda Unified School District
2620 Challenger Dr.
Alameda, CA 94501

Re: CSEA AND ITS CHAPTER NO. 27 - INITIAL PROPOSAL FOR A
SUCCESSOR AGREEMENT

Dear Dr. McPhetridge:

The California School Employees Association and its Alameda Chapter No. 27 (CSEA) hereby submit their initial proposal for a successor agreement for sunshine pursuant to the Educational Employment Relations Act Article 8, Public Notice 3547.

CSEA has an interest of looking at the following articles for their successor agreement:

ARTICLE 1 – RECOGNITION, to promote CSEA's interest in adding a new job description for a District Paraprofessional in which these paras will be used as a substitute pool in the District to guarantee students are being served when there is either an open position or a para is absent.

ARTICLE 3 – ASSOCIATION RIGHTS, to promote CSEA's interest in equity with other district employees to have their child attend the school of their choice including, but not limited to the school at which they work. CSEA also has an interest in providing Paraprofessionals a computer and time during their workday to read their District emails.

ARTICLE 10 – DISCIPLINE, to ensure a fair and equitable definition of the progressive discipline steps.

ARTICLE 11 – PAY AND ALLOWANCES, to ensure that bargaining unit members receive a fair and equitable salary increase and to ensure that all employees are receiving the same increase during the duration of our Contract. CSEA also has an interest in looking at the years between longevity compensation for long-service employees. CSEA has an interest in equity for Paraprofessionals to have a right to request reclassification. CSEA has an interest in the salary range/steps employees are being hired at including, but not limited to, years of service in another district and/or college education. CSEA has an interest in using Paraprofessionals as teacher substitutes, if they qualify, and receive pay for that day which would be at a higher rate to be determined.

Dr. Sean McPhetridge, Superintendent

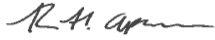
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ARTICLE 15 – LEAVES, to promote and clarify equitable sick leave earnings for all Office Tech and Paraprofessionals. CSEA also has an interest in equitable sick leave incentives.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION



Ryan H. Apperson

Labor Relations Representative

Cc: Timothy Erwin, Human Resources Director; Karen Keegan, Chapter President 27; Cindy Zecher, Area C Director; Gabriela Echevarria, Field Director; Chapter 27 Contract File