

February 20, 2014

Board of Trustees  
Santa Barbara Unified School District  
720 Santa Barbara Street  
Santa Barbara, CA 93101

**RE: California School Employees Association Chapter 37  
2014 - 2017 Initial Contract Proposal**

Dear Board of Trustees,

California School Employees Association and its Chapter 37 intend to negotiate the entire collective bargaining agreement, which will expire on June 30, 2014. Therefore, by this document, we are respectfully putting the District on notice that we request to modify and amend the Agreement between the parties.

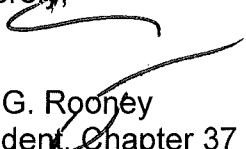
This represents the continuing opportunity that CSEA and the District have to engage in collective bargaining under the authority of the *Educational Employment Relations Act*. CSEA proudly represents Santa Barbara Chapter #37 and over 800 other public education agencies throughout California. We are confident that negotiated modifications to the initial proposals of both parties will result in an agreement that will satisfy the interests of both parties.

CSEA proposes that all language, except that which may be affected by any negotiated changes, continue in effect during the life of a new Agreement. Each initial proposal submitted by CSEA will be of significant interest to our bargaining unit members. Each of the initial proposals will be presented in general rather than specific terms. The successor proposal assumes the parties will develop specific contract language upon general agreement of the issue. Our initial proposal for each topic will be based on a significant "need" or "interest" that requires a solution. These needs and interests will be shared during the bargaining process.

CSEA reserves the right to amend its proposal or raise other issues of interest given that the entire agreement is up for negotiation this fiscal year. CSEA Chapter 37 is enthusiastic about working with the District to achieve successful negotiations that benefits the association members and improves the services to the students and community.

Thank you for your consideration. Should you have any questions or concerns, please do not hesitate to contact me.

Sincerely,



Paul G. Rooney  
President, Chapter 37  
California School Employees Association

**Collective Bargaining Unit Proposal for the Successor Agreement  
by the  
California School Employees Association and its Santa Barbara Chapter #37  
to the  
Santa Barbara Unified School District**

The Educational Employment Relations Act requires that subjects of negotiations be presented publicly and that members of the public be given an opportunity to comment upon them in a lawful meeting of the Board of Trustees.

The following are the issues and interests presented by the California School Employees Association (CSEA), for negotiations with the District:

1. CSEA CSEA has an interest in negotiating a fair and equitable ongoing salary increase for its bargaining unit members (Article V & Appendix B)
2. CSEA CSEA has an interest in eliminating Section 9 & 10 in Article VI, per previous negotiated agreement (Article VI)
3. CSEA CSEA has an interest in clarifying leave usage and limitations (Article VII)
4. CSEA CSEA has an interest in looking at ways to offset unit member's cost toward Health and Welfare benefits. Negotiate impacts and effects of the Affordable Care Act (ACA) to the Health and Welfare Benefits provided to unit members (Article VIII & Appendix D & E)
5. CSEA CSEA has an interest in clarifying and improving the transfer process and procedures to address numerous defects and deficiencies reported by unit members (Article IX)

**Collective Bargaining Unit Proposal for the Successor Agreement  
by the  
California School Employees Association and its Santa Barbara Chapter #37  
to the  
Santa Barbara Unified School District**

6. CSEA CSEA has an interest in adding additional CSEA representatives to the Safety Committee and clarify a plan of procedure (Article XI)
7. CSEA CSEA has an interest in revising the evaluation form and process (Article XII)
8. CSEA CSEA has an interest in updating the "Layoff and Reemployment Procedures" language to reflect recent changes in law (Article XIII)
9. CSEA CSEA has an interest in negotiating language into the Article that will ensure proper notification to the association of disciplinary meetings with unit members. Clarify, modify time lines at each step of the process. Clean up incorrect numbering of the Article (Article XV)
10. CSEA CSEA proposes a new Article that will encompass a Reclassification process for reclassifying classifications represented by CSEA
11. CSEA CSEA proposes a new 3 year term for the contract. Correct and renumber current "Article XVI" and subsequent Articles as necessary (Article XVI)
12. CSEA CSEA has an interest in identifying each Appendix in the contract with its proper headline and adding a new Appendix F that documents how many days 9, 10 ,11 and 12 month unit members work (All Appendices)

**Collective Bargaining Unit Proposal for the Successor Agreement  
by the  
California School Employees Association and its Santa Barbara Chapter #37  
to the  
Santa Barbara Unified School District**

13. CSEA CSEA has an interest in updating all pertinent dates in the contract (Entire Contract)
14. CSEA CSEA has an interest in updating Appendix A to reflect changes to the bargaining unit and allocation of classifications that have occurred since the 2011 successor negotiations (Appendix A)
15. CSEA CSEA reserves the right to amend its proposal or raise other issues of interest given that the entire agreement is up for negotiation this fiscal year.