

**INITIAL PROPOSAL
of the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its
REDDING SCHOOLS CHAPTER #323
to the
Redding School District
For the 2023-2024 School Year**

The California School Employees Association and its Redding Schools Chapter #323 (Association) and the Redding School District (District) are parties to a Collective Bargaining Agreement (CBA) which remains in full effect until a new contract is reached. Pursuant to the Educational Employment Relations Act (EERA), the Association wishes to negotiate changes to the existing Agreement.

Articles and Sections may include but not be limited to:

Article 8 - Pay and Allowances

- The Association proposes the District provide a fair and equitable salary increase to the classified salary schedule.
- The Association proposes the District add additional Steps to the salary schedule and shift Unit Members up accordingly.
- The Association proposes the District increase the working hours of certain Unit Member classifications.
- The Association proposes the District rename and reclassify to a higher pay range certain positions that routinely perform job duties beyond the scope of their current job description.
- The Association proposes the District add additional language to Article 8.5
- The Association proposes a new Article 8.5.1 be added to address payment of "Special Payments."
- Article 8.9: The Association proposes the District eliminate certain contract language from this Article.
- Article 8.14: The Association proposes the District define the start of "years of service" and redefine language and timelines for a fair and equitable distribution to all Unit Members.
- The Association proposes the District add an Article 8.16 requiring the district to list the Unit Members Range and Step on all paychecks.
- The Association proposes the District make all shift differential percentages contained in the 2022-23 Memorandum of Understanding permanent for both Instructional Assistants listed in Article 8.10.3 as well as After School Assistants.
- The Association proposes the District provide additional shift differential percentages to certain Unit Member classifications.

Article 10 - Health and Welfare Benefits

- The Association proposes the District pay a fair and equitable increase to insurance premiums to bargaining unit members and increase the cap to reflect the full cost of the premiums.
- Article 10.6.1 Retirement: The Association proposes the District pay for any increase to insurance premiums to retired Unit Members to match the amount provided for active Unit Members.

Article 11 - Holidays

- The Association proposes the addition of Juneteenth to the list of paid holidays.

Article 12 - Vacations

- Article 12.3 Accumulation: The Association proposes the District add an additional rate of accumulation after the 15th year of regular service.
- Article 12.3.4: The Association proposes the District reclassify the employees listed as nine (9) month employees to ten (10) month employees for longevity purposes.

Article 13 - Leaves

- The Association proposes the District add clarifying language to Article 13.4.1.
- Article 13.10 - The Association proposes the District provide additional leave days for applicable Unit Members.

Article 14 - Professional Growth

- Article 14.1.2.5 - Professional Growth: The Association proposes the District amend this Article to allow any Unit Member holding a Bachelor's Degree to receive an annual stipend of \$300.00.

Article 15.5 - Transfers and Posting of Vacancies

- The Association proposes that Article 15.5.1 be deleted in its entirety and the remaining subsections of this Article be renumbered accordingly.

Article 16 - Layoff and Reemployment

- The Association proposes a new Article 16.9.5 be added allowing retired Unit Members to be added to the District's substitute list as permitted by PERS and allow Unit Members to fill in as substitutes as needed for District coverage.

Article 19 - Safety

- The Association proposes a new Article 19.2.2 be added requiring Pro Act training for certain Unit Member classifications.

Article 23 - Completion of Meeting and Negotiation

- The Association proposes the District add additional language to Article 23.2.
- The Association proposes Article 23.3 be deleted in its entirety.

Article 24 - Term

- The Association proposes the District amend and add additional language to Article 24.1.1.
- Article 24.1 - The Association proposes a new term, July 1, 2023 to June 30, 2026.

