

Collective Bargaining Unit proposal for the 2016 Successor Contract
by the
California School Employees Association and its Lennox Chapter #575 Unit B
to the
Lennox 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 improving the language in updating all job classification within the classified staff both active and inactive. We also would request that these job descriptions be placed in order by the classification as opposed to department. Recognition (Article #1 – Appendix C)
2. CSEA CSEA has an interest in adding an orientation process to the Associations Rights. (Article #2)
3. CSEA CSEA has an interest add “sexual orientation” to Employee Right. (Article #4 – Section 4.6)
4. CSEA CSEA will has an interest in adding language in reference to probationary employees when they go out on a medical leave. Evaluations Procedures (Article #5)
5. CSEA CSEA has an interest in clarifying the language in Voluntary Transfer Filling Vacancies. CSEA will present language to what is the effective start date of a classified employee so to determine eligibility for promotion and seniority rights and number of work days in notice of vacant position. Voluntary Transfer Filling Vacancies. (Article #6)
6. CSEA CSEA has an interest in updating to compensatory time usage to reflect California Education Code 45129. Hours (Article #7)

7. CSEA CSEA has an interest in updating the leave provision to ensure that all language reflects current law; adding bereavement leave for mother and father in-laws; Leave Provisions (Article #8)
8. CSEA CSEA has an interest in looking at ways to offset Employee's cost towards Health and Welfare benefits and proposing a change to language. (Article #9)
9. CSEA CSEA has an interest in negotiating a fair and equitable ongoing salary increase for its bargaining unit members. (Article #10)
10. CSEA CSEA has an interest in correcting language to read "to the Superintendent or his/her designee in the safety article, Sections 11.2, 3 & 4. Safety (Article #11)
11. CSEA CSEA intends to update language to reflect the new term for the successor agreement. Term (Article #18)
12. CSEA CSEA will present language for a new article (TBD) for earned vacation days for the members of Unit B.
13. CSEA CSEA will present language for a new article (TBD) for paid holidays for the members of Unit B.
14. CSEA CSEA will present language for a new article (TBD) for class size ratio which will include the use of site supervisors to provide coverage when ratios have been exceeded and break and duty free lunches of the pre-school teachers.
- 15 CSEA CSEA will present language for a new article (TBD) for a Parental Complaint process.
14. CSEA CSEA has an interest in adding definition appendix. (Appendix C)