

William S. Hart Union High School District  
Sunshine Proposal for 2020-21 Reopener Negotiations with the  
California School Employees Association and its  
William S. Hart Chapter 349

June 3, 2020

**District Proposals**

Consistent with the relevant provisions of the Educational Employment Relations Act (Government Code section 3540 *et seq.*), including Section 3547, the William S. Hart Unified School District (“District”) sunshines the following initial proposals for 2020-21 reopener negotiations with the California School Employees Association and its William S. Hart Chapter #349 (“CSEA”):

**Article VII – Hours**

The District will propose language to maintain fiscal stability, maintain student academic achievement and educational needs and improve organizational effectiveness.

**Article VIII – Pay and Allowances/Appendix A**

The District will propose adjustments in employee compensation for the 2020-2021 school year that will provide compensation commensurate with the District’s obligation to maintain fiscal stability, while balancing the interest of a competitive workforce. This includes any necessary changes to Appendix A, Classified Salary Range Schedule.

**Article X – Health Insurance/Appendix B**

The District will propose changes to the current health benefits consistent with the District’s interest in maintaining affordable health benefits costs for its employees, District solvency and a competitive workforce. This includes any necessary changes to Appendix B, Health and Fringe Benefits for Unit Members.

**Article XV – Leaves/Appendix D**

The District will propose modifying language to reflect the current needs and priorities of the District regarding leaves of absence, to update this article to ensure compliance with current legal requirements and modify, as appropriate, to clarify use of leave. This may include necessary changes to Appendix D, Personal Necessity Leave.

In light of the COVID-19 pandemic and related fiscal crisis, the above proposals will be for a combination of reduced workday/work year/work hours, salary reductions, and benefit reductions commensurate with decreased funding expected to be received by the District.