

December 7, 2021

Dr. Michael Vierra  
Assistant Superintendent of Human Resources  
William S. Hart Union High School District  
21380 Centre Pointe Parkway  
Santa Clarita, CA 91350

**Re: CSEA Successor Contract Negotiations – 2021-2024**

Dear Dr. Vierra:

The California School Employees Association and its William S. Hart Chapter #349 (CSEA) present their initial proposal for a successor contract under the provisions of the current bargaining agreement. It is CSEA's intent to alter or amend the following articles as indicated, and present our proposals for public discussion in accordance with Government Code § 3547:

Article I – Recognition

CSEA intends to review and revise language to ensure it is clear, current and relevant.

Article IV - District Rights

CSEA intends to review and revise language to ensure it is current and relevant.

Article V – Grievance

CSEA intends to clarify and explicate language ensuring an efficient and comprehensive grievance procedure.

Article VI – Evaluations

CSEA intends to review and revise language to ensure it is clear, current and relevant.

Article VII – Hours

CSEA intends to review and revise language to ensure it is clear, current and relevant. CSEA's interests include fair and equitable language for all employees regarding overtime hours.

Article VIII – Pay and Allowances

CSEA's interests include negotiating a more favorable compensation and language for all employees that will reflect the current positive economic climate.

- Includes Appendix A – Salary Schedule

Article IX – Uniforms, Tools and Examinations

CSEA intends to add and enhance current language that benefits all bargaining unit members.

Article X – Health Insurance

CSEA intends to review and enhance health benefits for all employees. CSEA's interests include obtaining a higher, more competitive contribution from the District to the existing health and welfare benefits package for all employees.

- Includes Appendix B – Health and Fringe Benefits

#### Article XI – Holidays

CSEA intends to review, clarify, and potentially enhance the language regarding holidays for all employees.

#### Article XII – Vacation

CSEA intends to review, clarify, and potentially enhance the language regarding vacation.

- Includes Appendix C – Vacation Time

#### Article XIII – Classifications

CSEA intends to review and revise language to ensure it is clear, current and relevant.

#### Article XIV – Transfers

CSEA intends to review and revise language to ensure it is clear, current and relevant.

#### Article XV – Leaves

CSEA intends to review and revise language to ensure it is clear, current and relevant. CSEA's interests include updating language to reflect any and all new applicable laws and fair practices regarding leaves for all employees.

- Includes Appendix D – Personal Necessity Leave

#### Article XVII – In Service, Awards and Professional Growth

CSEA intends to enhance the language regarding professional growth.

#### Article XVIII – Safety-District Compliance

CSEA intends to review, clarify, and potentially enhance the language regarding safe work conditions.

#### Article XX – Completion of Meet & Negotiations

CSEA intends to amend language that waives the rights of the district and the association.

#### Article XXI - Savings

CSEA intends to review and revise language to ensure it is clear, current and relevant.

#### Article XXII - Concerted Activities

CSEA intends to review and revise language to ensure it is clear, current and relevant.

#### Article XXIV– Discipline and Due Process

CSEA intends to review and enhance members due process rights.

CSEA reserves the right to withdraw, amend, or add to this proposal as necessary, in accordance with applicable laws. In the spirit of collaboration, additional articles may be reopened when mutually agreed upon by both parties.

Respectfully,

Kathy Hefferon  
Hart Chapter 349 President