

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

January 19, 2022

District Proposals

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

Article I – Recognition

Review and confirm that all current classifications are represented in Article I.

Article VI – Evaluation

The District will propose modifications to evaluation process, including information that can form the basis of evaluations.

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 2021-2022 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 may 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 Article XV 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 and Appendix E, Attendance Incentive Reward Program Schedule.

Article XXV – Terms

The District will propose to modify the term of collective bargaining agreement.