

February 6, 2019

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 – 2019-2020**

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 III – Organizational 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 over time 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. CSEA’s interests include a replacement holiday for Cesar Chavez Day or a floating holiday for the day of Remembrance.

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.

- Includes Appendix D – Personal Necessity Leave

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.

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 XXIV – Discipline and Due Process

CSEA intends to review enhance members due process rights.

CSEA reserves the right to withdraw, amend, or add to this proposal as necessary, in accordance with applicable laws. As we respectfully await your response, please feel free to contact me with any questions or concerns via telephone at (818) 502-3863 or email at [jmorrow@csea.com](mailto:jmorrow@csea.com).

Respectfully,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Jessica Morrow  
Labor Relations Representative

C/C: Kathy Hefferon, Chapter President; Mia Reed, Regional Representative; Rameldia Mark, Area D Director; Debra Cole, Field Director; Angie Bothelo Senior Labor Relations Representative; Jessica Morrow, Labor Relations Representative; file.