

**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**

March 6, 2019

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 III – Organizational Rights

The District will propose changes to language to ensure compliance with recent statutory and court decision(s) including onboarding new employees, providing employee information to CSEA, and eliminating service fees.

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 clarify how/when to address disputes regarding Alternative Workweek and vacation during summer school assignments.

Article VIII – Pay and Allowances/Appendix A

The District will propose adjustments in employee compensation for the 2018-2019 school year that will provide compensation commensurate with the District's obligation to maintain fiscal stability, while balancing the interest of a competitive workforce. The District will also propose language to clarify the meaning and intent of working out of class and associated compensation. 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.

Article XV – Leaves/Appendix D

The District will propose clarifications regarding the use of leaves of absence including, but not limited to, use of personnel necessity leave (including Appendix D, Personal Necessity Leave), sick leave, pregnancy disability leave and maternity-child rearing leave.

Article XXV – Terms

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