

Successor Proposal for 2024-27 Negotiations  
From  
California School Employees Association  
And Its Santa Rosa Chapter 75  
To  
Santa Rosa City School District

February 5, 2024

To: Superintendent Anna Trunnell  
From: Mary Lehman, Chapter President

Re: CSEA Negotiation Successor Proposal for 2024-27

California School Employees Association and its Chapter #75 do hereby propose the following re-openers:

**Article 1: RECOGNITION**

- Update date and list of bargaining unit positions

**Article 2: ASSOCIATION RIGHTS**

- Bring article into compliance with Government Code Section 3556

**Article 8: TRANSFERS**

- Expand rights of bargaining unit members in transfer

**Article 9: SAFETY**

- Update article to reflect current safety concerns

**Article 10: LEAVES**

- Update to reflect current statutory leaves
- Remove unnecessary language

**Article 11: VACATION LEAVES**

- Provide additional vacation leave.

**Article 12: HOLIDAYS**

- Update list of holidays

**Article 13: COMPENSATION**

- Complete salary compensation TA from 2019
- Involuntary moves and training compensation
- Improve retirement incentives

**Article 14: PAY AND ALLOWANCE**

- Fair and equitable salary increase
- Placement on salary schedule with prior experience

**Article 16: LAYOFF, REEMPLOYMENT AND CONTRACTING OUT BARGAINING UNIT WORK**

- Bring article into compliance with AB 438.

**Article 17: MISCELLANEOUS PROVISIONS**

- Adjust contract dates and reopeners as necessary

Minor changes to language, contract maintenance, and other modifications designed to clarify existing agreements throughout the contract.

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**Board Strategic Priority**

|   |   |
|---|---|
| Priority 1- Life Ready Learners                             | X |
| Priority 2- Whole Person Focus                              | X |
| Priority 3- High Quality Staff                              | X |
| Priority 4- Teaching and Learning Environment and Resources | X |
| Priority 5- Equity and Excellence                           | X |
| Priority 6- Family Engagement and Community Partnerships    | X |
| Priority 7- Sustainable Funding                             | X |

*Mary Lehman*

Mary Lehman, Chapter President

Feb.7, 2024

Date

*Jeremy Arnold*

Jeremy Arnold, Labor Relations Representative

2/7/2024

Date