

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
and its San Marino Chapter 120 (CSEA)  
Initial Proposal 2020-2023 Successor Negotiations  
February 19, 2020**

In accordance with the Educational Employment Relations Act (EERA), Section 3547, the California School Employees Association (CSEA) proposes to "sunshine" the following proposal, for 2020-2021 negotiations with the San Marino Unified School District and for public review for 2020-2021 school year.

**Article 6: Transfer Procedures**

-CSEA seeks to change language regarding involuntary transfer

**Article 7: Wages and Salaries**

-CSEA seeks a change in date for salary verification to be completed

**Article 9: Hours and Overtime**

-CSEA seeks to discuss the Classified work calendar and Professional Development Days

**Article 10: Leaves of Absences**

-CSEA seeks to update language regarding technology procedures in notification of absences

**Article 11: Vacation**

- CSEA seeks to modify language related to probationary employees

**Article 12: Holidays**

-CSEA seeks to discuss miscellaneous holidays

**Article 15: Employee Evaluation Procedures**

-CSEA seeks to modify language related to probationary employees

**Article 16: Discharge and Discipline**

-CSEA seeks to change probationary period language in accordance with new education code

**Article 17: Job Opening and Promotion**

- CSEA seeks to add language related to Extra Work Duty and ESY Special Education Summer school

**Article 21: Association Rights**

-CSEA seeks additional release time for union business

**Article 24: Layoff and Re-employment**

-CSEA seeks to update layoff notification language

**Article 28: Term**

-CSEA will update the term of the agreement to 7/1/2020-6/30/2023

The above contract articles are open but not limited to the items specified above. CSEA reserves the right to amend, delete or add to the above proposals during the negotiation process.

*Respectfully submitted,*

*Marguerite Lindsay,*

*CSEA San Marino Chapter 120 Association President*

*Approved by San Marino Chapter 120 Association on February 19, 2020*