

**California School Employees Association and
its Hesperia Chapter #684**

As the exclusive bargaining unit representative for the classified bargaining unit employees at Hesperia Unified School District (District), the California School Employees Association and its Hesperia Chapter #684 (CSEA) respectfully submits the following items as its Initial Proposal for the 2019/2020 reopener contract negotiations between the District and CSEA.

CSEA will propose improvements and changes in the following articles:

ARTICLE 9 - Salaries

CSEA seeks increases to compensation including, but not limited to, on-schedule wage increases and longevity increase.

ARTICLE 10 - Health & Welfare

CSEA seeks changes regarding Health & Welfare benefits including coverage and eligibility for existing members and decreasing out-of-pocket expenses for employees.

ARTICLE 14 - Work Year

CSEA seeks changes to clarify and enhance existing language regarding mandatory vacation.

Pursuant to Government Code § 3547 and its public notice requirements, please place CSEA's proposals on the agenda for the next regularly scheduled Board of Education meeting.

If you have any questions or concerns regarding any of CSEA's Initial Proposals, please do not hesitate to call me at (909) 466-2989.

Dawn Stoecker
CSEA Labor Relations Representative